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IN THE UNITED STATES PATENT AND TRADEMARK OFFICE

On re application of:

Calderaro, et. al.

Serial No.: 09/895,893

Filed: June 29, 2001

Title: System and Method for Integrated
Management of Personnel Planning
Factors

: Group Art Unit: 2163
: Intellectual Property Law Department
: International Business
: Machines Corporation
: 11400 Burnet Road
: Austin, Texas 78758

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Technology Center 2100

SUPPLEMENTAL INFORMATION DISCLOSURE STATEMENT

The Commissioner of Patents
Washington, D.C. 20231

MAR 17 2004

Sir:

Applicants submit herewith patents, publications or other information of which they are aware, which they believe may be material to the examination of this application and in respect of which there may be a duty to disclose in accordance with 37 CFR § 1.56.

While this Information Disclosure Statement may be "material" pursuant to 37 CFR § 1.56, it is not intended to constitute an admission that any patent, publication or other information referred to herein is "prior art" for this invention unless specifically designated as such. In accordance with 37 CFR § 1.97(g) the filing of this Supplemental Information Disclosure Statement shall not be construed to mean that a search has been made or that no other material information as defined in 37 CFR § 1.56 (a) exists.

This Supplemental Information Disclosure Statement is believed to be timely pursuant to 37 CFR § 1.97(b), therefore no additional fees are believed to be necessary. If, however, additional fees are deemed to be necessary, the Commissioner is hereby authorized to charge such fees to IBM's deposit account No. 09-0447. A duplicate copy of this sheet is enclosed.

The attached form, PTO-1449, provides a listing of patents, publications, or other information as required by 37 CFR § 1.98 (a)(1). A copy of each of the items on PTO-1449 is supplied herewith.

Respectfully submitted,

By Joseph T. Van Leeuwen
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In Place of FORM PTO-1449 (Modified)

Serial No. 09/895,893

Applicant: Calderaro, et. al.

Filing Date: 6/29/2001

Group: 2163

Atty. Docket No. AUS9-2001-0233-US1

**LIST OF PATENTS AND PUBLICATIONS FOR
APPLICANT'S INFORMATION DISCLOSURE
STATEMENT**



U. S. PATENT DOCUMENTS

| Examiner Initial | Document Number | Date | Name | Class | Subclass | Filing Date if Appropriate |
|---------------------|--------------------|---------|-----------------|-------|----------|-------------------------------|
| _____ | AA 2002/0184148 | 12-2002 | Kahn et al. | 705 | 40 | |
| _____ | AB 6,347,306 | 02-2002 | Swart, Marius | 705 | 32 | |
| _____ | AC 2003/1082178 | 09-2003 | D'Elena et al. | 705 | 11 | |
| _____ | AD 2003/0216957 | 11-2003 | Florence et al. | 705 | 11 | |
| _____ | AE 2003/0154098 | 08-2003 | Kalnas et al. | 705 | 1 | |
| _____ | AF | | | | | |
| _____ | AG | | | | | |
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| _____ | AK | | | | | |
| _____ | AL | | | | | |

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FOREIGN PATENT DOCUMENTS

| Examiner Initial | Document Number | Date | Country | Class | Subclass | Translation Yes No |
|---------------------|--------------------|------|---------|-------|----------|-----------------------|
| _____ | AM | | | | | |
| _____ | AN | | | | | |
| _____ | AO | | | | | |
| _____ | AP | | | | | |

OTHER ART (Including Author, Title, Date, Pertinent Pages, Etc.)

| | | | | | | |
|-------|----|---|--|--|--|--|
| _____ | AQ | Oracle Human Resources, North American User's Guide, Release 11, Volume 1, March 1998 | | | | |
| _____ | AR | | | | | |
| _____ | AS | | | | | |
| _____ | AT | | | | | |
| _____ | AU | | | | | |

Examiner:

Date Considered:

EXAMINER: Initial if reference considered, whether or not citation is in conformance with MPEP 609; Draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant.

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